



# Workplace Bulletin

September 15, 2009

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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## Wage Settlements Covering 500 or More Employees

### July 2009

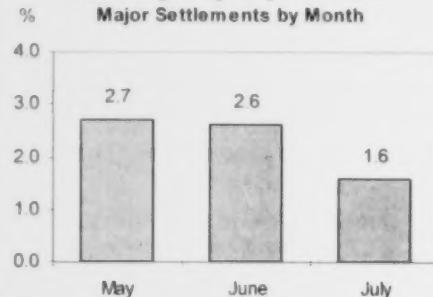
Major collective bargaining settlements in July 2009 provided base-rate wage adjustments averaging 1.6% annually over the contract terms. The results are based on a review of 27 settlements and cover 69,520 employees.

When the parties to these settlements previously negotiated, contract durations averaged 41.5 months and the resulting wage adjustments averaged 2.8%, compared to the 1.6% in their current round of settlements and average contract durations of 32.3 months.

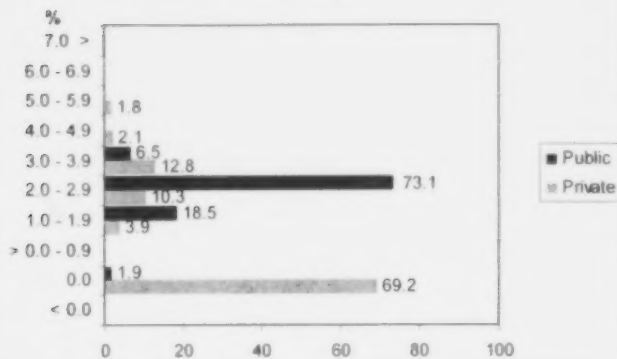
In July 2009, 29.5% of employees were subject to a wage freeze; 12.5% of employees recorded average annual wage adjustments in the 1.0 to 1.9% range; 47.4% of employees received wage adjustments in the 2.0 to 2.9% range and 10.7% of employees received adjustments above that range.

In July 2009, wage increases were larger in the public sector than in the private sector. Wage adjustments in the public sector averaged 2.0%; the results are based on a review of 14 settlements and cover 41,040 employees.

Percentage Wage Adjustments in  
Major Settlements by Month



**Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, July 2009**



Five City of Toronto agreements provided 28,800 employees (70.2% of the public-sector coverage) with wage adjustments averaging 2.0%. Private-sector wage adjustments averaged 1.0%; the private-sector results for July are based on a review of 13 settlements and cover 28,480 employees. Two Air Canada agreements (18,250 of the 28,480 private-sector workers covered in July settlements) were subject to a wage freeze.

On a jurisdiction basis, in the public sector, the largest average increase was in New Brunswick at 3.9% (3 construction agreements) and the lowest was in the federal jurisdiction at 0.2% (including the 2 Air Canada settlements with a wage freeze mentioned above). In British Columbia, a single agreement (Aramark)

provided 650 employees with a wage adjustment of 3.5%. The largest concentration of agreements and employees was in Ontario where wage adjustments averaged 2.0%.

On an industry basis, the largest average wage adjustment was in construction at 3.5% and the lowest was in the transportation sector at 0.1% (due to Air Canada). Four construction agreements in Atlantic Canada provided 3,900 employees with wage gains ranging from 2.7 to 3.8%. In the transportation sector, employees at Greyhound Canada and Air Canada (flight attendants and aircraft maintenance) were subject to a wage freeze; the Greater Toronto Airports Authority provided 900 office employees with a wage increase of 3.0%. The largest concentration of agreements (33.3%) and employees (45.4%) was in public administration which recorded average annual wage adjustments of 2.1%.

For major settlements to date in 2009 (January to July), wage adjustments averaged 2.4%.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

### Average Annual Percentage Wage Adjustments by Month

	2009		
	May	June	July
<b>Sectors</b>			
Public Sector	2.7	3.0	2.0
Private Sector	2.9	1.6	1.0

	2009		
	May	June	July
<b>All Industries/Jurisdictions</b>			
Average Annual Adjustment	2.7	2.6	1.6
Non-COLA	2.7	2.6	1.6
COLA	-	2.5	-
First-Year Adjustment	2.5	2.8	1.4
Non-COLA	2.5	2.9	1.4
COLA	-	0.9	-
<b>Industries</b>			
Utilities	-	3.0	-
Construction	-	-	3.5
Manufacturing	2.2	1.7	2.5
Wholesale and Retail Trade	-	-	1.9
Transportation	4.5	0.0	0.1
Information and Culture	-	2.3	2.7
Finance and Professional Services	3.5	2.7	2.6
Education, Health, and Social Services	2.7	3.8	1.4
Entertainment and Hospitality	-	-	1.7
Public Administration	2.6	2.2	2.1
<b>Jurisdictions</b>			
Newfoundland and Labrador	5.0	5.0	-
Nova Scotia	-	-	3.4
New Brunswick	-	-	3.9
Quebec	3.0	2.8	-
Ontario	2.5	2.3	2.0
Manitoba	-	3.2	-
Alberta	4.5	4.7	-
British Columbia	3.5	-	3.5

	2009		
	May	June	July
Territories	-	2.4	-
Multiprovince	-	2.0	-
<i>Public Service Labour Relations Act</i>	1.8	1.7	-
<i>Canada Labour Code, Part I</i>	-	0.6	0.2
Federal Jurisdiction	1.8	1.4	0.2

### Average Annual Percentage Wage Adjustments by Quarter

	2008		2009	
	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>
<b>Sectors</b>				
Public Sector	4.5	3.4	2.4	2.8
Private Sector	3.0	2.9	2.8	1.8
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	4.1	3.3	2.4	2.7
Non-COLA	4.1	3.3	2.4	2.6
COLA	4.1	2.4	3.0	2.9
First-Year Adjustment	5.6	3.5	3.1	2.6
Non-COLA	5.5	3.5	3.1	2.6
COLA	6.1	2.4	3.0	2.5
<b>Industries</b>				
Primary Industries	-	3.2	2.5	-
Utilities	3.5	-	4.1	3.0
Construction	4.7	-	-	3.7
Manufacturing	3.1	1.9	2.9	1.7
Wholesale and Retail Trade	2.5	3.4	1.9	2.0
Transportation	3.2	2.9	1.9	1.7
Information and Culture	1.6	2.0	1.9	2.2

	2008		2009	
	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>
Finance and Professional Services	-	2.9	1.6	2.8
Education, Health, and Social Services	4.7	3.4	3.5	2.9
Entertainment and Hospitality	2.3	3.2	2.5	1.5
Public Administration	3.0	3.4	2.0	2.4
<b>Jurisdictions</b>				
Newfoundland and Labrador	-	5.0	5.0	5.0
Prince Edward Island	3.0	-	3.6	-
Nova Scotia	4.7	-	3.0	-
New Brunswick	3.7	3.7	-	-
Quebec	2.8	2.5	1.7	2.8
Ontario	2.9	3.0	2.5	2.5
Manitoba	3.4	1.8	2.8	3.2
Saskatchewan	6.2	3.5	-	-
Alberta	5.3	5.0	4.5	4.5
British Columbia	2.6	2.5	-	3.0
Territories	-	-	-	2.4
Multiprovince	-	-	-	2.0
<i>Public Service Labour Relations Act</i>	-	-	1.8	1.7
<i>Canada Labour Code, Part I</i>	3.3	2.7	1.9	1.3
Federal Jurisdiction	3.3	2.7	1.8	1.6

### Average Annual Percentage Wage Adjustments by Year

	2006	2007	2008	2009
<b>Sectors</b>				
Public Sector	2.6	3.4	3.5	2.5
Private Sector	2.2	3.2	2.5	1.8

	2006	2007	2008	2009
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	2.5	3.3	3.3	2.4
Non-COLA	2.5	3.2	3.4	2.4
COLA	2.6	3.5	1.8	2.9
First-Year Adjustment	2.4	3.8	3.6	2.7
Non-COLA	2.4	3.9	3.8	2.7
COLA	2.6	3.6	1.9	2.5
<b>Industries</b>				
Primary Industries	2.8	4.7	4.3	2.5
Utilities	2.3	3.9	2.2	3.3
Construction	3.7	3.3	5.4	3.6
Manufacturing	2.3	2.6	1.3	2.1
Wholesale and Retail Trade	1.2	2.4	2.8	1.9
Transportation	2.1	2.7	3.0	0.8
Information and Culture	2.5	3.0	2.0	2.1
Finance and Professional Services	2.9	3.5	2.9	2.4
Education, Health, and Social Services	2.6	3.5	3.8	3.2
Entertainment and Hospitality	2.9	3.3	1.8	1.9
Public Administration	2.8	3.5	2.8	2.1
<b>Jurisdictions</b>				
Newfoundland and Labrador	1.7	1.6	5.0	5.0
Prince Edward Island	2.7	2.8	3.0	3.6
Nova Scotia	3.2	3.2	4.1	3.1
New Brunswick	3.0	2.5	3.7	3.9
Quebec	2.0	3.2	2.4	2.3
Ontario	2.5	3.0	2.6	2.4
Manitoba	2.6	3.0	3.4	2.9
Saskatchewan	2.1	4.1	5.1	-

	2006	2007	2008	2009
Alberta	3.4	4.9	4.8	4.5
British Columbia	2.5	3.0	2.7	3.0
Territories	3.0	3.0	4.4	2.4
Multiprovince	3.8	4.0	-	2.0
<i>Public Service Labour Relations Act</i>	2.7	3.1	2.5	1.8
<i>Canada Labour Code, Part I</i>	2.0	2.7	3.0	0.9
Federal Jurisdiction	2.3	2.9	2.9	1.6

*Note: Data for 2009 cover the months of January through July.*

### Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1989

Year	Public	Private	Both Sectors
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3



Year	Public	Private	Both Sectors
2006	2.6	2.2	2.5
2007	3.4	3.2	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4

*Note: Data for 2009 cover the months of January through July.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes](#) (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

#### OTHER DETAILED TABLES

Other detailed tables (PDF format, 591kb) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

#### Major Settlements Reached in July 2009

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
<b>Construction</b>				
Mechanical Contractors Association of New Brunswick Inc. province-wide, New Brunswick United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC) plumbers and pipefitters	1,500	3.6	36.0	Jun 30, 2012
Moncton Northeast Construction Association Inc. Moncton, New Brunswick Laborers' International Union of North America (CtW) labourers	600	4.7	11.9	Jun 27, 2010



Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Moncton Northeast Construction Association Inc. Moncton, New Brunswick Laborers' International Union of North America (CtW) labourers	600	3.8	11.9	Jun 27, 2010
Nova Scotia Construction Labour Relations Association Limited Mainland, Nova Scotia United Brotherhood of Carpenters and Joiners of America (CtW/CLC) carpenters	1,200	2.7	36.0	Apr 30, 2012
<b>4 agreements</b>	<b>3,900</b>	<b>3.5</b>	<b>28.6</b>	
<b>Manufacturing</b>				
Halifax Shipyard Halifax, Nova Scotia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) production employees	500	5.0	24.0	Dec 31, 2011
Lear Corporation Kitchener, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees	500	0.0	12.0	Dec 31, 2011
<b>2 agreements</b>	<b>1,000</b>	<b>2.5</b>	<b>18.0</b>	
<b>Wholesale and Retail Trade</b>				
Liquor Control Board of Ontario province-wide, Ontario Ontario Public Service Employees Union (CLC) office employees; retail employees; warehouse employees	5,500	1.9	48.0	Mar 31, 2013
<b>1 agreement</b>	<b>5,500</b>	<b>1.9</b>	<b>48.0</b>	

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
<b>Transportation</b>				
Air Canada system-wide, Multiprovince Canadian Union of Public Employees (CLC) flight attendants	6,540	0.0	21.0	Mar 31, 2011
Air Canada system-wide, Multiprovince International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) aircraft maintenance employees	11,710	0.0	20.9	Mar 31, 2011
Greater Toronto Airports Authority Toronto, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) office employees; supervisors; trade employees	900	3.0	48.0	Jul 31, 2013
Greyhound Canada Transportation Corp. system-wide, Multiprovince Amalgamated Transit Union (AFL-CIO/CLC) bus drivers, mechanics, terminal employees; owner operators	950	0.0	27.0	Mar 31, 2011
<b>4 agreements</b>	<b>20,100</b>	<b>0.1</b>	<b>22.5</b>	
<b>Information and Culture</b>				
Bell Technical Solutions Inc. province-wide, Ontario Communications, Energy and Paperworkers Union of Canada (CLC) technical employees	1,730	2.8	60.0	May 05, 2014
Ottawa Public Library Board Ottawa, Ontario Canadian Union of Public Employees (CLC) librarians	700	2.6	36.0	Dec 31, 2011
<b>2 agreements</b>	<b>2,430</b>	<b>2.7</b>	<b>53.1</b>	

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
<b>Finance and Professional Services</b>				
Aramark Canada Limited Lower Mainland, British Columbia; and Sunshine Coast, British Columbia Canadian Union of Public Employees (CLC) cleaners, attendants, etc.	650	3.5	48.0	Sep 30, 2012
Canadian Nuclear Safety Commission Canada-wide, Multiprovince Professional Institute of the Public Service of Canada (Independent-natl.) operational employees; technical employees	600	1.5	36.0	Mar 31, 2011
<b>2 agreements</b>	<b>1,250</b>	<b>2.6</b>	<b>42.2</b>	
<b>Education, Health, and Social Services</b>				
City of Toronto, Homes for the Aged Toronto, Ontario Canadian Union of Public Employees (CLC) health and social care professional employees	1,900	2.0	36.0	Dec 31, 2011
University of Guelph Guelph, Ontario Canadian Union of Public Employees (CLC) teaching assistants	780	0.0	12.0	Aug 31, 2010
<b>2 agreements</b>	<b>2,680</b>	<b>1.4</b>	<b>29.0</b>	
<b>Entertainment and Hospitality</b>				
VHA Home Healthcare Toronto, Ontario Service Employees International Union (CtW/CLC) health service employees	1,100	1.7	36.0	Mar 31, 2011
<b>1 agreement</b>	<b>1,100</b>	<b>1.7</b>	<b>36.0</b>	

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
<b>Public Administration</b>				
City of Mississauga Mississauga, Ontario International Association of Fire Fighters (AFL CIO/CLC) firefighters; mechanics; office employees	700	3.0	12.0	Dec 31, 2009
City of Ottawa Ottawa, Ontario Canadian Union of Public Employees (CLC) recreational employees	500	2.6	36.0	Dec 31, 2011
City of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) inside and outside employees	1,200	2.0	36.0	Dec 31, 2011
City of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) inside employees	10,900	2.0	36.0	Dec 31, 2011
City of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) outside employees	5,800	2.0	36.0	Dec 31, 2011
City of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) recreational employees	9,000	2.0	36.0	Dec 31, 2011
City of Windsor Windsor, Ontario Canadian Union of Public Employees (CLC) inside employees	1,510	1.6	48.0	Dec 31, 2012

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Halton Regional Police Services Board Oakville and area, Ontario Halton Regional Police Association (Independent-local) police officers	590	3.1	36.0	Dec 31, 2011
Regional Municipality of York Police Services Board Newmarket, Ontario The York Regional Police Association (Independent-local) police officers	1,360	3.8	12.0	Dec 31, 2009
<b>9 agreements</b>	<b>31,560</b>	<b>2.1</b>	<b>35.0</b>	
<b>Agreements with COLA - 0 agreement</b>	<b>0</b>	<b>0.0</b>	<b>0.0</b>	
<b>Agreements without COLA - 27 agreements</b>	<b>69,520</b>	<b>1.6</b>	<b>32.3</b>	
<b>All Agreements - 27 agreements</b>	<b>69,520</b>	<b>1.6</b>	<b>32.3</b>	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

## Current and Upcoming Key Negotiations Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
<b>Current Key Negotiations</b>				
<b>Federal Jurisdiction, Public Sector</b>				
Government of Canada	Various unions	14,250	B/MED/ ARB/CO	Jun 07/Sep 07
Canada Post Corporation	APOC/CPAA	14,100	ARB/B	Mar 09/Dec 09
Canada Revenue Agency	PIPSC	10,440	PMB	Dec 07
City of Ottawa - OC Transpo	ATU	2,300	ARB	Mar 08

Employer	Union	Employees	Status*	Expiry Month
CBC/Radio-Canada (province of Quebec and Moncton, N.B.)	CSN	980	B	Mar 09
Marine Atlantic	CAW Canada	780	ARB	Dec 07
<b>Federal Jurisdiction, Private Sector</b>				
Bell Canada	CEP	14,000	TENT	May 09
Jazz Air LP	CAW Canada/CFAU	2,630	TENT/B	Jun 09
Canadian National Railway Company	Teamsters Canada	2,000	MED	Dec 07/Dec 08
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
Canadian Pacific Railway	Teamsters Canada	1,100	B	Dec 09
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
NAV CANADA	CAW Canada	360	B	Jun 09
VIA Rail Canada Inc.	Teamsters Canada	350	ARB	Dec 06
<b>Provincial and Territorial Jurisdictions, Public Sector</b>				
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU/HSAS	27,500	B/CO	Mar 08/Mar 09
Ontario Hospital Association	CAW Canada/ CUPE	19,650	TENT	Sept 09/Oct 09
Ontario Hospital Association	SEIU	15,000	B	Oct 09
City of Montréal	Various unions	14,030	B/ARB	Dec 06/Aug 08
College Compensation Appointments Council	OPSEU	8,600	CO	Aug 09
Ontario Hospital Association	OPSEU	6,540	ARB	Mar 09
Nova Scotia Association of Health Organizations	CAW Canada/ CUPE	5,700	B	Mar 09
McMaster University (Ont.)	CAW Canada/ CUPE	4,280	B	Jun 09/Aug 09
Société des alcools du Québec (SAQ)	SEMB	4,050	B	Mar 09
Emergency Health Services Commission of British Columbia	CUPE	3,500	WS/MED	Mar 09
Manitoba Hydro	CUPE/IBEW	3,000	B/CO	Mar 09/May 09

Employer	Union	Employees	Status*	Expiry Month
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Edmonton	Police	1,450	B	Dec 08
City of Calgary	Police	1,440	MED	Jan 09
Ville de Québec	Various unions	1,310	B/ARB	Dec 06
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
Government of Yukon	YTA	690	B	Jun 09
Government of Nunavut	NTA	640	B	Jun 09
Prince Edward Island Department of Health	IUOE	610	B	Mar 09

#### Provincial and Territorial Jurisdictions, Private Sector

Metro Inc.	CAW Canada/UFCW	10,900	B	Sep 09/Oct 09
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	4,000	B	Jun 09
Vale Inco (Ont.)	USW	3,450	WS	May 09
Prévost Car Inc. (Que.)	CAW Canada	1,200	B	Jun 09
Lake Erie Steel GP Inc. (Ont.)	USW	1,000	WS	Jun 09

\* ARB - Arbitration  
 B - Bargaining  
 BaWS - Bargaining after work stoppage  
 CO - Conciliation  
 MED - Mediation  
 MaWS - Mediation after work stoppage

PAB - Post-arbitration bargaining  
 PCB - Post-conciliation bargaining  
 PMB - Post-mediation bargaining  
 TENT - Tentative settlement  
 WS - Work stoppage

#### Notes:

The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08**.

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08**.



Employer	Union	Employees	Status*
<b>Upcoming Key Negotiations</b>			
<b>Federal Jurisdiction, Public Sector</b>			
Canada Post Corporation	CUPW	6,000	Sep 09
Government of Canada	ACFO	3,250	Nov 09
VIA Rail Canada Inc.	CAW Canada	2,680	Dec 09
Government of Canada	Federal Government Dockyard Trades and Labour Council (East)	660	Dec 09
<b>Federal Jurisdiction, Private Sector</b>			
Canadian Pacific Railway	IBEW/USW	2,890	Dec 09
TELUS Communications (Québec) Inc.	CUPE	1,010	Dec 09
Groupe TVA Inc.	CUPE	1,000	Dec 09
<b>Provincial and Territorial Jurisdictions, Public Sector</b>			
Government of Saskatchewan	CUPE/SGEU	13,690	Sep 09
Regional Health Authorities of Manitoba	MNU	11,000	Sep 09
Capital District Health Authority	NSGEU	8,350	Oct 09
Government of New Brunswick	NBUPPE	4,640	Dec 09
Nova Scotia Association of Health Organizations	NSNU	4,610	Oct 09
Government of Yukon	PSAC	3,200	Dec 09
City of Toronto	IAFF	3,000	Dec 09
SaskPower	CEP/IBEW	2,080	Dec 09
University of Regina and University of Saskatchewan	CUPE	2,400	Dec 09
Université de Montréal	CUPE	2,000	Dec 09
Government of Nova Scotia	CUPE	1,650	Oct 09
Saskatchewan Government Insurance	COPE	1,600	Dec 09
City of Saskatoon	CUPE	1,490	Dec 09

Employer	Union	Employees	Status*
City of Regina	CUPE	1,200	Dec 09
Société de transport de Longueuil	CUPE	600	Dec 09
<b>Provincial and Territorial Jurisdictions, Private Sector</b>			
Bruce Power LP, General Partner Bruce Power Inc.	CUPE/IFPTE	3,440	Dec 09
Calgary Co-operative Association Limited	UCCE	3,400	Oct 09
Associated Clothing Manufacturers of the Province of Quebec Inc.	UNITE HERE Canada	3,200	Oct 09
Lakeside Packers, division of Lakeside Feeders Ltd.	UFCW	2,100	Dec 09
Dominion Stores (N.L.)	CAW Canada	1,700	Dec 09
Fishery Products International Limited	CAW Canada	1,700	Dec 09

## Major Work Stoppages

Involving 500 or more employees up to **September 10, 2009**

An updated [Weekly Report](#) and a [Year-to-Date Report](#) are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
City of Montréal Montréal, Quebec Canadian Union of Public Employees 5,000 maintenance employees	Wages and subcontracting	Aug 31/2009	Sep 1/2009
Serco DES Inc. (DriveTest) Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 500 administrative and support employees	Not available	Aug 21/2009	

Employer, Location, Union, and Employees	Issues	Starting	Ending
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	
Emergency and Health Services Commission Kamloops, Prince George, Vancouver, and Victoria, British Columbia Canadian Union of Public Employees 3,500 ambulance paramedics and dispatchers	Wages and working conditions	Apr 1/2009	

## Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Second Issue of the *Labour Focus* Newsletter
- Readers' Corner

## For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to [Collective Bargaining Information and Analysis](#) or contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

## Mailing List—Add or Remove My Name

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